INFORMATION ITEM

Nepotism Waivers 2025-2026

Pursuant to DJ(LOCAL), each September, “if any nepotism waivers are granted for employees at the level of associate vice president or above, then an information item” will be provided listing waivers with employee name(s), relationships, and date(s) granted.

Todd Horkman, Chief Innovation Officer; Kristy Horkman (Spouse), granted on September 11, 2025.

Todd Horkman, Chief Innovation Officer; Jake Walker (Stepchild), granted on January 14, 2026.

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